



FACULTY UNIONS ENHANCE THE FACULTY VOICE

SHARED GOVERNANCE AND COLLECTIVE BARGAINING

The Campus Faculty Association strongly supports our shared governance system. Now we seek to strengthen and expand the faculty voice through collective bargaining. Below, we summarize the complementary and mutually reinforcing roles of academic senates and faculty unions.

| SHARED GOVERNANCE | COLLECTIVE BARGAINING |
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| Academic senate recommends educational policies.* | Faculty union negotiates terms and conditions of employment.* |
| Academic senate formulates policies subject to approval from administration and board of trustees. | Faculty union negotiates mutually binding agreements with representatives of board of trustees. |
| Elected and jointly- appointed representatives participate in shared governance through the senate and through college and departmental committees. | Faculty union members participate in shaping faculty union policies through departmental representatives, union committees, elections, and ratification votes. |
| Academic senate and its committees recommend policy on matters such as admissions, curricula, grading, program creation or elimination, and graduation requirements. | Faculty unions negotiate over salary pools, benefits, leaves, and professional responsibilities. |
| Academic senate may recommend personnel policies. | Faculty unions may negotiate procedures for dealing with personnel issues, and ensure fair application of these procedures. |
| Administration may reject senate recommendations on matters involving academic judgments; these decisions may be appealed but the board of trustees has the final authority. | Administrative violations of negotiated terms and conditions of employment (but not matters of academic judgment) may be grieved and resolved by binding arbitration. |

* All Senate recommendations on educational policy are subject to Board approval (University Statutes, Article II) and the Board may over-ride its own policies (Article XIII, Section 7). Terms and conditions of employment are expressly reserved to the President and the Board of Trustees (Article I, Section 6), whereas under collective bargaining, negotiated terms and conditions of employment would be mutually legally binding.

For more information on our research and to connect with the CFA:

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